



The Salvation Army



#JOB-2450896



THE SALVATION ARMY REPUBLIC OF, 18

King's Inns St, Dublin 1, D01 W588



No of positions : 1



Paid Position



39 hours per week



55000.00 Euro Annually



29/05/2026



19/06/2026

How to apply

Application Method :

Not available



Open your camera app & point here to view this ad online



HR Advisor

Application Details

In order to work in Ireland a non-EEA National, unless they are exempted, must hold a valid employment permit. Please review the [Eligibility and requirements for an employment permit](#) if you are unsure of your eligibility to apply for this vacancy.

Job Description

Job Profile

The role provides advice and guidance to line managers and employees on HR areas such as employee relations, development, organisational design, and workforce planning with a view to maximise the effectiveness of our employees in meeting the objectives of the organisation in alignment with the overall Mission.

You will...

Provide advice and guidance to support managers with the effective management of employee relations issues such as performance management, absence management and capability issues with a view to identifying problems, recommending solutions and minimising risk

Provide advice and guidance to managers to support the workforce planning processes such as recruitment and talent management to successfully deliver the organisation's objectives

Provide advice and guidance to managers to support the effective design of teams and their structures to successfully deliver the organisation's objectives

Support managers in the decision-making process by providing relevant, meaningful reporting on key HR metrics and analysis

Collaborate and work closely where appropriate with other teams such as Recruitment, HR Systems, Reward and payroll to provide a holistic approach to delivering solutions to the organisation

Support the development, integration and implementation of HR policy and practice through methods including the coaching/training of managers and employees, and the production of relevant materials and toolkits

Contribute, and where appropriate, lead on specific projects to improve the effectiveness of the HR function and its processes and procedures

Ensure personal knowledge and awareness of relevant legislation and other best practice developments relevant to the HR function are kept up to date.

Deputise for the HR Business Partner in their absence and undertake any other duties as required for the effective running of the HR function

You have...

Chartered CIPD membership and qualified to level 7 or above in Human Resources Management

Extensive experience of working successfully in a similar role within a large and complex organisation

Strong subject matter expertise in HR matters and employment law, with the proven ability to apply that knowledge effectively within the workplace, with the drive to keep updated with all relevant statutory and best practice developments

Significant experience of advising, coaching line managers on complex HR issues

Excellent organisational skills, attention to detail, effective time management and the ability to prioritise work, and be able to respond to tight deadlines at a senior level

Practical analytical skills with the ability to extract, interrogate, and report on data in a compelling way to a range of audiences

Proven strong experience of using Microsoft Office (Word/Excel/PowerPoint), Outlook and Teams to perform your work duties

Demonstrable experience of working in a previous HR role providing excellent advice, guidance and customer service to manager

- This vacancy is suitable for Remote/Blended working
- **Sector:** other service activities

Career Level

- Experienced [Non-Managerial]

Candidate Requirements

(Essential)

- **Minimum Experienced Required (Years):** 0
- **Minimum Qualification:** Level 7 (incl Diploma & Ordinary Bachelor Degree)
- **Driving Licence:** Full: B

(Desirable)

- **Ability Skills:** Administration, Communications
- **Competency Skills:** Flexibility, Problem Solving